

CUEA Bargaining Update

Bargaining Team

- ▶ Zeke Barragan - Dana Hills High School
- ▶ Norm Heidner - Tesoro High School
- ▶ Dawn Johnson - Vista del Mar Middle School
- ▶ Joy Schnapper - Arroyo Vista Elementary
- ▶ Sally White - Bargaining Chair
- ▶ Brian Todd - CTA Executive Director

Bargaining Goals

We are guided by our member surveys to accomplish the following:

- ▶ To remain competitive, in order to recruit and retain the finest teachers
- ▶ To continue to improve contract language

Bargaining Timeline

- ▶ March 19, 2014 - CUEA Submitted Initial Proposal
- ▶ May 23 - Bargaining begins
- ▶ June 12 - Bargaining meeting - no final budget numbers
- ▶ June 30 - Contract expires, MOU expires
- ▶ August 12 - Bargaining meeting - unaudited actuals not yet available
- ▶ November 14 - Bargaining meeting - with budget updates - but no LCAP Road to Recovery Plan yet
- ▶ December 18 - Bargaining meeting - with 1st interim report and Road to Recovery Plan
- ▶ January 21 - Bargaining meeting planned
- ▶ February 12 - Bargaining meeting planned

CUEA Initial Proposal

CUEA submitted the following proposal to address these areas within the bargaining:

- ▶ Article 5 Hours
- ▶ Article 8 Class Size
- ▶ Article 13 Health and Welfare Benefits
- ▶ Article 14 - Wages

CUSD Budget Realities

- ▶ LCFF funding
- ▶ Declining enrollment
- ▶ No hidden treasure
- ▶ Goal is to be at 2007-08 levels with inflation by 2020!
- ▶ This year's budget already contained money back to teachers with school year returned to 185 days
- ▶ Class size reduced when MOU expired

District's Restoration vs. Road to Recovery

- ▶ “Restoration” achieved with 185 days and class size.
- ▶ District objective is to build reserves to avoid the “feast or famine” model of the past. Planning for a downturn (they come in cycles), district is seeking to gradually strengthen reserves, so they don't need to cut student services in the future. This year they are looking for about 2.5% reserves instead of the old 2% requirement.

Comparing Apples to Garden Grove

Garden Grove settled for 6% What about us???

- ▶ Garden Grove's maximum salary for 2013-14 on step 27 was \$96,130
- ▶ CUSD 2013-14 salary schedule for 2013-14 on step 23 is \$98,931
- ▶ With a 6% increase, Garden Grove's new salary max at step 27 is \$101,897
- ▶ It would require a 3% increase to the CUSD salary schedule at step 23 to reach \$101,889

STAY TUNED! More information
coming after the January 21
meeting. . .